

Panaji, 29th December, 2016 (Pausa 8, 1938)

SERIES II No. 39

OFFICIAL GAZETTE



GOVERNMENT OF GOA

PUBLISHED BY AUTHORITY

Note:- There are three Extraordinary issues to the Official Gazette, Series II No. 38 dated 22-12-2016 as follows:—

- (1) Extraordinary dated 22-12-2016 from pages 715 to 716 regarding Notification from Goa Legislature Secretariat.
- (2) Extraordinary (No. 2) dated 23-12-2016 from pages 717 to 718 regarding Order from Department of Panchayati Raj and Community Development.
- (3) Extraordinary (No. 3) dated 28-12-2016 from pages 719 to 720 regarding Notification from Goa Legislature Secretariat.

GOVERNMENT OF GOA

Department of Education, Art & Culture

Directorate of Higher Education

Order

No. 5/29/AC/98-DHE/1844/Vol. II/2657

Read: Government order No. 5/29/AC/98-DHE/1844 dated 21-5-2009.

Whereas, vide order read in preamble as above, Government of Goa has allowed the teacher and equivalent service cadres employees in Goa University and in its affiliated colleges and academic staff to avail the benefits of revised pay scales as recommended by the UGC and approved for implementation by the Government of India vide scheme No.1-32/2006- U.II/U.I (i) dated 31-12-2008, consequent upon acceptance of recommendations of the 6th Central Pay Commission.

And whereas, as envisaged under para (2)(a)(ix) of the said scheme, the incumbents Readers and Lecturers (Selection Grade) who have completed 3 years in the pay scales of Rs.12,000-18,300 as on 01-01-2006 shall be placed in Pay Band of Rs. 37,400-67,000 with AGP of Rs. 9,000/- and shall be redesignated as Associate Professor;

And whereas, proviso 2(a)(x) of the said scheme says that the incumbents Readers and Lecturers

(Selection Grade) who had not completed 3 years in the pay scales of Rs. 12,000-18,300 on 1-1-2006 shall be placed at the appropriate stage in the pay band of Rs. 15,600-39,100 with AGP of Rs. 8,000/- till they complete 3 years of service in the grade of Lecturer (Selection Grade)/Reader and thereafter shall be placed in the higher pay band of Rs. 37,400-67,000 and accordingly re-designated as Associate Professor.

Now therefore, the following Assistant Professors of the Government College of Arts, Science & Commerce, Sanquelim who have completed 03 years of service are eligible for placing them in the higher Pay Band-4 of Rs. 37,400-67,000 with AGP of Rs. 9,000/- and re-designate them as Associate Professor from the date of their eligibility:-

S.No.	Name of Assistant Professor in Selection Grade	Date of Selection Grade	Date of eligibility for placement in the Pay Band-4 of Rs. 37400-67000
1	2	3	4
1.	Shri Mahendra Pednekar, Assistant Professor in Physics	01-12-2006	01-12-2009
2.	Dr. Vaibhav Chindarkar, Assistant Professor in Zoology	03-01-2007	03-01-2010
3.	Shri Nilesh Natekar, Assistant Professor in Computer Science	19-06-2007	19-06-2010
4.	Ms. Manda Parab, Assistant Professor in Commerce	06-09-2007	06-09-2010
5.	Mr. Avinash A. Patil, Assistant Professor in Computer Science	02-12-2008	02-12-2011

1	2	3	4
6.	Shri Prashant V. Bhonsle, Assistant Professor in Commerce	20-06-2009	20-06-2012
7.	Ms. Shilpa Satoskar, Assistant Professor in Economics	13-01-2009	13-01-2012

By order and in the name of the Governor of Goa.

Diwan N. Rane, Under Secretary (Higher Education).

Porvorim, 15th December, 2016.

Department of Goa Gazetteer

Order

No. 4/3/RTI Act 2016-GGEB-42

In pursuance to clause 5 of the Right to Information Act, 2005, the following officials are hereby appointed as the First Appellate Authority, Public Information Officer and Assistant Public Information Officer in their respective jurisdiction for the Goa Gazetteer Department to deal with applications received from the public under the Right to Information Act, 2005.

Shri Sameer S. Zantye, Assistant Research Officer	Assistant Public Information Officer.
Shri Devanand C. Mandrekar, Research Officer	Public Information Officer.
Smt. Blossom Medeira, Executive Editor	First Appellate Authority.

The above designated officers shall exercise and perform the powers/functions laid down under the Right to Information Act, 2005, under sub-section (1) of Section 7, Section 8 and Section 9.

This supersedes the earlier order No. 4/3/2016-GGEB-767 dated 26th February, 2016 with immediate effect.

By order and in the name of the Governor of Goa.

B. Medeira, Executive Editor and ex officio Joint Secretary.

Panaji, 12th December, 2016.

Department of Home

Home—General Division

Order

No. 2/59/92-HD(G)/Part File III/3976

Government of Goa in exercise of the powers conferred upon it by sub-section (1) of Section 3 of the Goa Essential Services Maintenance Act, 1988 (Goa Act 20 of 1989) and being satisfied that in the public interest it is necessary so to do, hereby prohibits strike in any form in all Transport Services for the carriage of passengers or goods by land or water in the State of Goa with immediate effect.

This order shall be valid for a period of six months from the date of issue.

By order and in the name of the Governor of Goa.

Neetal P. Amonkar, Under Secretary (Home).

Porvorim, 27th December, 2016.

Department of Labour

Notification

No. 28/1/2016-Lab/Part-II/829

The following award passed by the Industrial Tribunal and Labour Court at Panaji-Goa on 20-09-2016 in reference No. IT/11/15 is hereby published as required by Section 17 of the Industrial Disputes Act, 1947 (Central Act 14 of 1947).

By order and in the name of the Governor of Goa.

Georgina Saldanha, Under Secretary (Labour).

Porvorim, 22nd November, 2016.

IN THE INDUSTRIAL TRIBUNAL
AND LABOUR COURT

GOVERNMENT OF GOA

AT PANAJI

(Before **Mr. Vincent D'Silva**, Hon'ble
Presiding Officer)

Ref. No. IT/11/15

Workmen,
Rep. by the President,
Goa Trade & Commercial Workers' Union,

Velho's Building,
Panaji-Goa 403 001 ... Workmen/Party I
V/s

M/s. Funskool (India) Limited,
Corlim,
Tiswadi-Goa ... Employer/Party II
Workmen/Party I represented by Ld. Adv.
Shri Suhaas Naik.
Employer/Party II represented by Ld. Adv. Shri G.
K. Sardessai.

AWARD

(Delivered on this the 20th day of the month of
September of the year 2016)

By Order dated 30-03-2015, bearing No. 28/53/
/2014-Lab/392, the Government of Goa in exercise
of powers conferred by Section 10 (1)(d) of the
Industrial Disputes Act, 1947 (for short The Act),
has referred the following dispute to the Tribunal
for adjudication.

“(1) Whether the following demands raised by the
Goa Trade and Commercial Workers' Union,
vide it's letter dated 26-12-2013, on the
management of M/s. Funskool (India) Limited,
Corlim, Goa, are legal and justified?

CHARTER OF DEMANDS

1) Flat-Rise in the Basic Salary:

We demand that each worker be paid a sum of
Rs. 1,500/- as Flat Rise in the Basic salary as on
01-01-2014. The total Basic salary as on 31-12-2013
plus the flat rise of Rs. 1,500/- per month be placed
in the pay scales given below and fitted in the
appropriate stage w.e.f. 01-01-2014.

Grade	Category	Pay Scale
1	2	3
VIII	Charge-hand and equivalent designations	3500-285-4925-315- -6500-345-8225- -375-10,100.
VII	Sr. Technician, Sr. Electrician, Sr. Set-up Man-Moulding, Sr. Set-up Man-SNS, Sr. Fitter, and equivalent designations	3200-255-4475-285- -5900-315-7475- -345-9,200.
VI	Technician, Setup Man-Moulding, Set up Man-SNS, Fitter, Electrician and equivalent designations	-2900-225-4025-255- - 5350-285-6775- -315-8350.

1	2	3
V	Jr. Technician-cum- -Operator-cum- -Assembler and equivalent designations	2600-195-3575-225- -4700-255-5975- -285-7400.
IV	Operator-cum- -Assembler-cum-Packer and equivalent designations	2300-165-3125-195- -4100-225-5225- -255-6500.
III	Asst. Operator-cum- -Assembler-cum-Packer and equivalent designations	2000-140-2700-165- -3525-190-4475- -215-5550.
II	Jr. Assembler-cum- Operator-cum-Packer and equivalent designations	1700-120-2300-140- -3000-160-3800- -180-4700.
I	Attendant and equivalent designations	1200-100-1700-115- -2275-130-2925- -145-3650.

2) Dearness Allowance (FDA):

We demand that w.e.f. 01-01-2014 each worker
be paid Rs. 2,000/- per month towards Dearness
Allowance (DA).

3) Variable Dearness Allowance (VDA):

That w.e.f. 01-01-2014 each worker be paid a
Variable Dearness Allowance @ Rs. 2.00 per point
over and above base 4500 points AAICPI
(1960=100). The Variable Dearness Allowance
(VDA) should be revised once every quarter (once
in three months).

4) House Rent Allowance (HRA):

We demand that w.e.f. 01-01-2014 each worker
be paid an additional amount of Rs.1,000/- in the
existing House Rent Allowance (HRA).

5) Special Increment:

That w.e.f. 01-01-2014 all the workers be made
eligible to the following Special Increments on the
basis of their Seniority:

- Those who have completed 1 to 5 years as on
31-12-2010 shall be paid one extra special
increment.
- Those who have completed 5 to 10 years as on
31-12-2010 shall be paid two extra special
increments.
- Those who have completed 10 to 15 years as on
31-12-2010 shall be paid three extra special
increments.

iv) Those who have completed 15 to 20 years as on 31-12-2010 shall be paid three extra special increments.

v) Those above completed 20 years of service and above shall be paid five special increments w.e.f. 01-01-2011.

6) **Conveyance Allowance:**

We demand that w.e.f. 01-01-2014 each worker be paid an additional amount of Rs. 500/- per month over and above the existing Conveyance Allowance.

7) **Education Allowance:**

We demand that w.e.f. 01-01-2014 each worker be paid an amount of Rs. 500/- per month over and above the existing Medical Allowance.

8) **Medical Allowance:**

We demand that each worker be paid an additional amount of Rs. 500/- per month over & above the existing Medical Allowance.

9) **Canteen Allowance:**

We demand that w. e. f. 1-1-2014, each worker be paid an amount of Rs. 1,000/- per month towards Canteen Allowance.

10) **Uniforms & Washing Allowance:**

We demand that each worker be issued 2 sets of Uniforms every year and that w.e.f. 01-01-2014 each worker be paid a sum of Rs.750/- per month towards Washing Allowance.

11) **Shift Allowance:**

We demand that w.e.f. 01-01-2014 each worker be paid a Shift Allowance @ Rs. 45/- per shift for 2nd shift worked; and Rs. 60/- per shift for work done in 3rd shift.

12) **Leave Facilities:**

We demand that w.e.f. 01-01-2014 each worker be made eligible for the following Leave Facilities:

- | | |
|------------------|--|
| a) Privilege: | 25 days per annum with a facility to accumulate up to 100 days and encashed. |
| b) Casual Leave: | 10 days per annum with a facility to accumulate up to 30 days. |
| c) Sick Leave: | 10 days per annum with a facility to accumulate up to 30 days. |
| d) Holidays: | 12 days per annum to be discussed. |

13) **Leave Travel Allowance (LTA):**

We call upon the Management to pay the following Leave Travel Allowance for a calendar year, w.e.f. 01-01-2014 onwards:

Grade -I	: Rs. 5,000/-
Grade -II	: Rs. 5,500/-
Grade -III	: Rs. 6,000/-
Grade -IV	: Rs. 6,500/-
Grade -V	: RS. 7,000/-
Grade -VI	: Rs. 7,500/-
Grade -VII	: Rs. 8,000/-
Grade -VIII	: Rs. 8,500/-

14) **Safety Shoes & Umbrellas/Rain-Coats:**

2 Pairs of Safety-shoes, umbrellas and Rain-coats be issued to all workers every year without any discrimination.

15) **Rotation Moulding Allowance:**

That the Management should pay a rotation Moulding Allowance of Rs.750/- per month as and when they work on oven w.e.f. 01-01-2014.

16) **Tea & snacks during night-shift and special facilities to those who work beyond normal shift time i.e. beyond 17.00 hours:**

That the Management should supply Special Tea and Snacks during the 2nd and 3rd shift working. Those who work beyond 17.00 hours should be served Special Snacks and Tea, should they work beyond 19.00 hours the worker should be paid Meal Allowance or provided free meals.

17) **Allowances:** That each of the workman be made eligible for a revision in the following Allowances. The allowances should be revised by 50%.

- i) Rotation moulding allowance.
- ii) Blow moulding allowance.
- iii) Material mixing allowance.
- iv) Painting allowance.

18) **Medical-Facilities/Health & Safety:**

- i) Those workers who meet with accidents "In the course of employment" ought to be paid full wages by the Company as though he/she is on duty. The worker should also be paid all the Medical expenses until he/she fully recuperates/recovers. All the workers should also be provided proper safety equipment while working at the shop floor.
- ii) Those workers who cross the threshold of ESIS coverage ought to be paid a Medical Allowance @ 4.75% of the gross salary per month and be eligible to 15 days paid sick leave.

- iii) Every worker ought to be insured under Group Personal Accident Insurance Scheme to the extent of four (4) lakhs.
- iv) Ambulance: The Company should provide fully equipped Ambulance and this ambulance should be stationed at the factory premises to take care of contingencies/ /accidents that may occur in the factory.
- v) Emergency Exit: The company should maintain an impediment-free Emergency Exit in the company for the workmen to come out from the premises during emergencies. Presently, the main doors of the company are either closed or loading is done at the main doors.

19) Loan Facility:

Every worker ought to be eligible to an interest-free loan of Rs. 50,000/- (Rupees fifty thousand only) to be deducted and repaid in 50 equal installments.

20) Half Days Facility:

The Management should allow the workers to join their duties for First Half/Second Half day.

21) The Management should appoint regularly a minimum two confirmed workers in the II and III shift to undertake maintenance work.

22) Temporary Workers:

We demand that all the temporary workers who have worked for one year or more than one year in the company should be confirmed in the service of the company.

23) Retirement Benefits:

Workers who retire after their retirement age should be paid one month's salary for every year of service in addition to the Gratuity payable.

24) Interim Relief:

Pending discussions, negotiations or adjudication process on above demands, each of the workman be paid a sum of Rs. 5,000/- per month as on Interim Relief to be adjusted from the final settlement/award.

- (2) If the answer to issue No. (1) above is in the negative, then, what relief the workmen are entitled to?"
- 2. Upon receipt of the reference, it was registered as IT/11/15 and registered A/D notices were issued to both the parties. Pursuant to service of notices, Party I filed a claim statement at Exhibit 5 and Party II filed a written statement at Exhibit 6.

3. In short, the case of the Party I is that the Party II is engaged in the business of manufacturing toys, play games which are widely used in India and foreign markets and has emerged as a market leader in manufacturing and supply of this business. All the workmen are employed since the inception of the factory and the wages and allowances were fixed at the time of last wage settlement in the year 2008. The workmen are still working on the same wages and other service conditions as made applicable to them at the time of signing last wage settlement. The present salaries and wages paid to the said workmen are very low and same does not even make both ends meet and hence the charter of demands dated 26-12-2013 was raised requesting the Party II to enhance their existing wages, salaries, allowances and other service conditions effective from 01-01-2014. The said charter of demands was not settled by Party II inspite of several requests, hence the dispute.

4. In the written statement at Exhibit 6, the Party II has stated that the Union does not represent substantial segment of workforce. The charter of demands has been raised without the support of substantial segment of workforce. The settlement was accepted by the absolute majority and there was no industrial dispute in existence at the time of reference. The Party II will not be able to bear the additional financial liability as the financial capacity of the company does not permit to do so. The Party I have not made out any case justifying the charter of demands and therefore the reference may be rejected.

5. The Party I filed a rejoinder denying the case put forth by Party II in the written statement.

6. In the course of further proceedings, the parties arrived at an amicable settlement and filed consent terms alongwith Annexure 'A' at Exhibit 7 whereby they claimed that the Gomantak Mazdoor Sangh (GMS) submitted a charter of demands dated 23-11-2013 and the Party No. I, Goa Trade & Commercial Workers Union also submitted their charter of demands dated 26-12-2013. The Party No. II entered into a settlement dated 09-08-2014 with Gomantak Mazdoor Sangh (GMS) under Section 2(p) of the Industrial Disputes Act, 1947. The copy of the said settlement is registered under Registration No. 47/2014 in accordance with the provisions of Industrial Disputes Act, 1947.

The Government referred the justifiability and legality of the Charter of demands dated 26-12-2013 of the Party No. 1 Union to the Tribunal. The Parties have thus arrived at an amicable understanding terms/consent terms.

7. The consent terms read as follows:

1) *Applicability*: The terms and conditions of the settlement are applicable to all the members of the Party No. I Union who are permanent workmen of the company and who are on the rolls of the company as on 01-01-2014 and continue to be in employment as on the date of signing this settlement.

2) *Period of Settlement*: Both the parties agreed that the settlement shall be in force for a period of 3 years beginning from 01-01-2014 to 31-12-2016 and shall continue to be in force unless terminated by either party in accordance with the provisions of law.

3) *Revision of pay scale*: It is mutually agreed by and between the parties that the pay scale for different grades would be as follows:

Grade VIII: Rs. 3500-195-4670-210-5930-225-7280-240-8720-255-10250-EB-270-11870 (Charge Hand, and equivalent designations)

Grade VII: Rs. 3200-175-4250-190-5390-205-6620-220-7940-235-9350-EB-250-10850 (Sr. Technician, Sr. Electrician, Sr. Setup Man-Molding, Sr. Setup Man-SNS, Sr. Fitter and equivalent designations)

Grade VI: Rs. 2900-155-3830-170-4850-185-5960-200-7160-215-8450-EB-230-9830 (Technician, Set-up Man Molding, Set-up Man-SNS, Fitter, Electrician and equivalent designations)

Grade V: Rs. 2600-135-3410-150-4310-165-5300-180-6380-195-7550-EB-210-8810 (Jr. Technician-cum-Operator-Cum-Assembler and equivalent designations)

Grade IV: Rs. 2300-115-2990-130-3770-145-4640-160-5600-175-6650-EB-190-7790 (Operator-cum-Assembler-cum-Packer and equivalent designations)

Grade III: Rs. 2000-95-2570-110-3230-125-3980-140-4820-155-5750-EB-170-6770 (Asst. Operator-cum-Assembler-cum-Packer and equivalent designations)

Grade II: Rs. 1700-75-2150-90-2690-105-3320-120-4040-135-4850-EB-150-5750 (Jr. Assembler-cum-Operator-Cum-Packer and equivalent designations)

Grade I: Rs. 1200-55-1530-70-1950-85-2460-100-3060-115-3750-EB-130-4530 (Attendant and equivalent designations)

Note: The designations are illustrative, flexible and not exhaustive.

4) *Flat rise*: It is agreed that all the confirmed permanent workmen who are on the rolls of the company as on 01-01-2014 will be given a flat rise in their basic wage as under:

Grade VIII	- Rs. 1200/-
Grade VII	- Rs. 1150/-
Grade VI	- Rs. 1100/-
Grade V	- Rs. 1050/-
Grade IV	- Rs. 1000/-
Grade III	- Rs. 950/-
Grade II	- Rs. 900/-
Grade I	- Rs. 850/-

On adding the flat rise as above, if the resultant amount does not fit into the step of the above pay scale then the same shall be fitted on the next higher step in the revised pay scale.

5) *Seniority increments*: It is agreed between the parties that all the confirmed workmen would be entitled to seniority increment on 01-01-2014 as follows:

- Workmen who have completed 6 years of service or more but completed 12 years as on 31-12-2013 One increment in their respective basic wage.
- Workmen who have completed 12 years of service or more but not completed 18 years as on 31-12-2013 Two increments in their respective basic wage.
- Workmen who have completed 18 years of service or more as on 31-12-2013 Three increments in their respective basic wage.

6) *Dearness Allowance*: It is agreed that all permanent workmen will be entitled to a fixed Dearness Allowance of Rs. 2095/- p.m. from 01-01-2014. (The existing ADA i.e. from 01-01-2011 to 31-12-2013 of Rs. 420/- is merged in DA).

7) *Additional Dearness Allowance/Variable Dearness Allowance*: It is agreed between the parties that ADA/VDA shall be paid in lieu of VDA to all permanent workmen at the rate of Rs. 250/- p.m. w.e.f. 01-01-2015 and further increase of Rs. 250/- w.e.f. 01-01-2016.

- 8) *House Rent Allowance*: It is agreed between the parties that HRA shall be paid to all permanent workmen at the rate mentioned below w.e.f. 01-01-2014

Grade VIII	-	Rs. 2925/- p.m.
Grade VII	-	Rs. 2654/- p.m.
Grade VI	-	Rs. 2392/- p.m.
Grade V	-	Rs. 2230/- p.m.
Grade IV	-	Rs. 1875/- p.m.
Grade III	-	Rs. 1770/- p.m.
Grade II	-	Rs. 1704/- p.m.
Grade I	-	Rs. 1647/- p.m.

- 9) *Washing Allowance*: It is agreed between the parties that all permanent workmen shall be paid Washing Allowance at the rate of Rs. 650/- p.m. w.e.f. 01-01-2014.

It is also agreed between the parties that the Uniforms shall be provided once in a year.

- 10) *Canteen Allowance*: It is agreed between the parties that all permanent workmen shall be paid Canteen Allowance at the rate of Rs. 375/- p.m. w.e.f. 01-01-2014.

- 11) *Conveyance Allowance*: It is agreed by and between the parties that all permanent workmen shall be paid Conveyance Allowance at the rate mentioned below w.e.f. 01-01-2014.

Grade VIII	-	Rs. 2000/- p.m.
Grade VII	-	Rs. 1840/- p.m.
Grade VI	-	Rs. 1695/- p.m.
Grade V	-	Rs. 1520/- p.m.
Grade IV	-	Rs. 1292/- p.m.
Grade III	-	Rs. 1175/- p.m.
Grade II	-	Rs. 1155/- p.m.
Grade I	-	Rs. 1075/- p.m.

It is also agreed by and between the parties that the above amount will have rise of Rs. 50/- with effect from 01-01-2015 and further rise of Rs. 50/- w.e.f. 01-01-2016.

- 12) *Medical Allowance*: It is agreed between the parties that all permanent workmen shall be paid Medical Allowance at the rate mentioned below w.e.f. 01-01-2014.

Grade VIII	-	Rs. 825/- p.m.
Grade VII	-	Rs. 780/- p.m.
Grade VI	-	Rs. 660/- p.m.
Grade V	-	Rs. 610/- p.m.
Grade IV	-	Rs. 540/- p.m.
Grade III	-	Rs. 440/- p.m.
Grade II	-	Rs. 375/- p.m.
Grade I	-	Rs. 350/- p.m.

It is agreed between the parties that subsequent to this settlement/thereafter any worker goes out of purview of ESIC coverage such worker shall be paid additional Medical Allowance of 4.75% of eligible wages. However should there be enhancement in the ESIC limit and if any worker again comes under ESIC purview such worker will be covered under ESIC scheme and Medical Allowance of 4.75% of wages shall be withdrawn.

- 13) *Shift Allowance*: It is agreed between the parties that Shift Allowance shall be paid to all permanent workmen working in the IInd shift and IIIrd shift as follows w.e.f. 01-01-2014:

IInd shift	Rs. 27/- per shift
IIIrd shift	Rs. 40/- per shift

- 14) *Rotation Molding Allowance*: It is agreed between both the parties that all the permanent workmen shall be paid Rotation Molding Allowance of Rs. 450/- p.m. as and when they work on oven w.e.f. 01-01-2014.

- 15) *Paid Holidays*: It is agreed between that parties that, the existing practice of 7 compulsory paid holidays along with 2 restricted paid holidays totaling to 9 days will continue. However, during any year when both Ganesh festival and Diwali festival falls on working days (Monday to Saturday) then both the festivals will be declared as paid holidays, then in that particular year there will be 10 paid holidays instead of 9 days. In case of any of the above festivals falls on Sunday the existing practice of 9 paid holidays will continue.

- 16) *Leave*: It is agreed between the parties that the existing practice will continue.

- 17) *Transport*: It is agreed between the parties that the existing practice of providing transport facility from the cross on the main road to the factory and vice versa, to report to work, to all permanent workmen will be continued.

- 18) *Increasing productivity/efficiency and reduction of wastages*: It is agreed between the parties that the workers will increase the productivity/efficiency and reduce wastages as compared to the previous years. To achieve this improvement it is agreed to have regular meetings with the works committee consisting of workers and management representatives. This committee will set targets and work towards achieving those targets. Management

will take suitable disciplinary action against those workers who refuse/fail to achieve the set targets. Union and the workmen have assured that they will make sure that the workers will be regular and punctual in their duties and avoid absenteeism. The workmen agreed to carry out their duties whenever any change is effected in working conditions and also agreed to co-operate and discharge their duties if any new device/equipment/ /process is added to improve the productivity.

- 19) *Work Assignment*: It is agreed between the parties that assignment of shift schedules and work to workmen, is the prerogative of the Management and is a Management/ /Supervisory function. The Union and the workmen assured not to usurp this right of the Management and the workmen will not refuse the work assigned to them, from time to time.

- 20) *General Clauses*: a) It is mutually agreed between the parties, subject to the provisions of prevailing law, house rent allowance, washing allowance, conveyance allowance, medical allowance, shift allowance, rotation molding allowance, canteen allowance, shall not be taken into account while calculating indirect benefits like Provident Fund, Gratuity, Bonus, etc.

- b) Benefits in this consent terms shall apply to all permanent workmen who are members of the Party No.1 union and who are on the rolls of the Company as on 01-01-2014 and continue to be in employment as on the date of signing the consent terms. The Union and the workmen individually and jointly agree not to raise or pursue any dispute in respect of any demand whether specifically covered or not, pressed or withdrawn in this consent terms and further agrees not to raise or pursue any demand involving financial burden or otherwise on the company directly or indirectly during the subsistence of the consent terms except such as may involve specific implementation in this consent terms.

- c) It is agreed that the existing facilities, benefits, practices and conditions of service which are presently followed and which are not specifically altered, amended or substituted by this consent terms shall continue.

- d) It is mutually agreed that it is in the common interest of the Management, Union and

workmen that the company should retain its competitive status, earning capacity and this could be achieved through greater operational efficiency, productivity and reduction in wastage. Workmen agree to participate in the activities at all the times in the implementation of all measures that may be introduced by the Management by change and modification of work flow and work planning, work simplification and procedures, providing/ /withdrawing machines and equipments for improving current outputs and by identifying unnecessary work, cutting down such work as may be deemed necessary by the management.

- e) The Union and the workmen agree to maintain industrial peace and harmony during the subsistence of this consent terms and as such not resolve to any direct action during the subsistence of this consent terms and shall take recourse of the machinery provided in the provision of Industrial Disputes Act, 1947.

- 21) The benefits of the consent terms shall be extended to those of the workmen members of the Party No. I union, who give an acceptance letter in the Format Annexure "A".

- 22) The arrears arising out of this consent terms shall be paid within 15 working days upon individual workman submitting the acceptance letter referred to in clause 4 in the Format Annexure "A". The arrears payment shall be made by cheque.

- 23) The Party No. I agrees that in view of the above terms the Party No.I shall not pursue the present reference No. IT/11/2015 and further agrees that a consent award may please be passed in terms of the above-mentioned terms.

- 24) In order to bring the dispute before this Tribunal to a logical end, the Party No.II agrees not to object to the plea of the Party No. I for an award in terms of the present consent terms.

8. The above consent terms are signed by both the parties as also Adv. Shri Suhaas Naik for Workmen/Party I and Adv. Shri G. K. Sardesai for Employer/Party II. I have gone through the records of the case and the above consent terms and I am convinced that the consent terms filed by the parties are just and fair and are in the interest of the Workmen/Party I and Employer/Party II and therefore, the same are accepted.

9. In view of above, I pass the following:

ORDER

- 1) The reference stands disposed of in view of the consent terms filed by the parties at Exhibit 7.
- 2) No order as to costs.
- 3) Inform the Government accordingly.

Sd/-

(Vincent D'Silva)
Presiding Officer
Industrial Tribunal and
Labour Court



Department of Law & Judiciary

Law (Establishment) Division

Order

No. 2/67/2015-LD-(Estt.)/2138

Government of Goa is pleased to promote Smt. Jyoti Kiran Nayak, U.D.C. to the post of Civil Registrar-cum-Sub-Registrar (Group'B', Gazetted) on adhoc basis in the pay scale of Pay Band-2, Rs. 9,300-34,800 with Grade Pay of Rs. 4,200/- in the Registration Department with immediate effect.

2. The above ad hoc appointment shall be for a period of one year in the first instance or till the post is filled on regular basis, whichever is earlier.

3. The above ad hoc appointment will not bestow on the promoted officer any claim for regular appointment and the services rendered on ad hoc basis in the grade will not count for seniority in that grade or for eligibility for promotion to the next higher grade.

4. The expenditure towards the salary and other allowances shall be debited to the Budget Head of the Registration Department as mentioned below and are entitled for pay and allowances from the date of accepting the promotion in terms of F.R. 17:

1. Sub Registrar Offices

2030—Stamps and Registration;

03—Registration;

001—Direction and Administration;

02—District Charges;

01—Salaries.

By order and in the name of the Governor of Goa.

Trupti B. Manerkar, Under Secretary (Law-Estt.).
Porvorim, 20th December, 2016.

Addendum

No. 2/67/2016-LD(Estt.)2146

Read: Order 1) No. 2/67/2016-LD(Estt.)1751 dated 27-09-2016.

"The Officers promoted on ad hoc basis to Civil Registrar-cum-Sub Registrar vide order at preamble are entitled for pay and allowances from the date of accepting the promotion in terms of F.R. 17". The salary may be drawn against the post of Civil Registrar-cum-Sub Registrar at Mapusa & Panaji respectively.

This issues in supersession of earlier addendum dated 30-11-2016.

By order and in the name of the Governor of Goa.

Trupti B. Manerkar, Under Secretary (Law-Estt.).

Porvorim, 21st December, 2016.



High Court of Bombay at Goa, Panaji

Order

No. HCB/GOA/PF/PMS/2016

The Honourable Senior Judge is pleased to grant the following Officer leave for the period mentioned against his name:-

Name & designation	Period of leave
Shri P. M. Shinde, Deputy Registrar, High Court of Bombay at Goa, Panaji	Extension of one day earned leave i.e. on 23-12-2016 with permission to suffix 24-12-2016 and 25-12-2016 being 4th Saturday and Sunday respectively.

Certified that but for leave the Officer would have continued to officiate in the post had he not proceeded on leave during the above period.

II

The charge of the post of Dy. Registrar during the above mentioned leave period is kept with the undersigned.

Panaji,
16th December, 2016.

S. C. Chandak,
Registrar (ADM.).

Department of Personnel

—
Notification

No. 7/30/2014-PER/3729

The Governor of Goa is pleased to order the allocation of work/departments amongst the Secretaries to the Government as follows with immediate effect, until further orders:-

Sr. No.	Name & Designation	Department allotted
1	2	3
1.	Shri R. K. Srivastava, IAS (1984) Chief Secretary and ex officio Chief Vigilance Officer (In-charge)	1. Home. 2. Personnel. 3. Tourism. 4. Water Resources. 5. Town & Country Planning.
2.	Shri Dharmendra Sharma, IAS (1988) Principal Secretary (PWD)	1. P. W. D. 2. Transport. 3. Vigilance. 4. Information Technology.
3.	Dr. Ranbir Singh, IAS (1991), Secretary (Forest)	1. Forest. 2. Environment. 3. Science & Technology. 4. Housing.
4.	Smt. Padma Jaiswal, IAS (2003), Secretary (Co-operation)	1. Co-operation. 2. NRI Affairs. 3. Public Grievances. 4. Official Language. 5. Labour & Employment.
5.	Shri Sanjay Goel, IAS (2004), Secretary (Power)	1. Power. 2. Non Conventional Energy. 3. Social Welfare. 4. Institute of Public Assistance & Provedoria.
6.	Shri Daulat A. Hawaldar, IAS (2004) Secretary (Finance)	1. Finance. 2. Planning, Statistics & Evaluation. 3. Art & Culture. 4. Information & Publicity. 5. Archives. 6. Archeology. 7. Museums.
7.	Shri P. S. Reddy, IAS (2004), Secretary (Panchayati Raj)	1. Panchayati Raj. 2. Rural Development. 3. Tribal Welfare. 4. Gazetteer.

1	2	3
8.	Shri Kunal, IAS (2005), Secretary (Elections)	1. Secretary (Election). 2. Chief Electoral Officer.
9.	Shri Sudhir Mahajan, IAS (2005), Secretary (Health)	1. Health. 2. Urban Development. 3. Revenue. 4. Law, Judiciary & Legislative Affairs. 5. Industries, Trade & Commerce.
10.	Shri B. R. Singh, IAS (2005), Secretary (Civil Supplies)	1. Civil Supplies. 2. Sports & Youth Affairs. 3. Protocol. 4. Agriculture. 5. Animal Husbandry & Veterinary Services.
11.	Shri Manoj K. Sahoo, IAS (2006), Secretary (GAD)	1. General Administration Department. 2. Administrative Reforms Department. 3. Mines & Geology.
12.	Shri Rupesh Kumar Thakur, IAS (2006)	1. Secretary to Governor.
13.	Ms. Shilpa Shinde, IAS (2006), Secretary (Women & Child Development)	1. Secretary, Women & Child Development.
14.	Shri Ameya Abhyankar, IAS (2007), Secretary to Chief Minister	1. Secretary to Chief Minister. 2. Director (IT) cum Secretary (Information Technology). 3. Special Secretary (Finance Budget). 4. Director (PPP Cell). 5. Chief Executive Officer, Entertainment Society of Goa.
15.	Smt. Nila Mohanan, IAS (2007) Secretary (Education)	1. Education. 2. Civil Aviation.
16.	Shri Govind Jaiswal, IAS (2007), Secretary (Printing & Stationery)	1. Fisheries. 2. Legal Metrology. 3. Printing & Stationery. 4. Ports. 5. River Navigation. 6. Handicrafts and Textiles. 7. Craftsmen Training.

Upon the superannuation of Shri R. K. Srivastava, IAS, Chief Secretary on 31-12-2016 portfolios

handled by him would stand transferred to Shri Dharmendra Sharma, IAS.

This issues in supersession of earlier all Notifications issued in this regard.

By order and in the name of the Governor of Goa.

Yetindra M. Maralkar, Additional Secretary (Personnel).

Porvorim, 12th December, 2016.

Order

No. 7/3/2015-PER/3730

In pursuance to the Ministry of Home Affairs, Order No.14046/22/2014-UTS-I dated 14-12-2016 & OM No. 6/49/2016-EO(MM-I) dated 8-12-2016, Director (MM) issued by the Department of Personnel & Training, the Governor of Goa is pleased to relieve Shri Manoj Kumar Sahoo, IAS, AGMUT:2006 from this Administration with effect from 16-12-2016 (a.n.) to take up his new assignment as Private Secretary to the Hon'ble Minister for Tribal Welfare, Shri Jual Oram, in the Ministry of Tribal Welfare, Government of India, New Delhi.

By order and in the name of the Governor of Goa.

Meghana V. Shetgaonkar, Under Secretary (Personnel-I).

Porvorim, 16th December, 2016.

Order

No. 6/28/2016-PER/3743

On the recommendations of the Departmental Promotion Committee as conveyed by Goa Public

Service Commission vide their letter bearing No. COM/II/11/42 (6)/2016/471 dated 16-12-2016, the Governor of Goa is pleased to promote the following Selection Grade Officers of Goa Civil Service to Senior Administrative Grade of Goa Civil Service (Group 'A', Gazetted), on regular basis, under Rule 34 of Goa Civil Service Rules, 2016, in the Pay Band of Rs. 37,400-67,000+GP 10,000 with due regard to the seniority within their respective grading with immediate effect:-

1. Shri Menino D'Souza.
2. Shri Sanjiv M. Gadkar.
3. Shri Yetindra M. Maralkar.
4. Kum. Margaret A. Fernandes.
5. Shri Prasad V. Lolayekar.
6. Shri Michael M. D'Souza.
7. Shri Nikhil U. Dessai.
8. Shri Prasanna A. Acharya.
9. Shri Vijay M. Paranjape.
10. Shri T. S. Sawant.

The above officials shall exercise their option for fixation of pay in promotional grade in terms of provisions of F. R. 22(I)a(2), within one month. The option once exercised shall be final.

On promotion, the Officers shall continue to hold the post presently held by them.

By order and in the name of the Governor of Goa.

Meghana V. Shetgaonkar, Under Secretary (Personnel-I).

Porvorim, 16th December, 2016.

Memorandum

No. 6/6/2011-PER/3744

- Read: (1) Memorandum No. 6/8/2014-PER dated 24-06-2014.
 (2) Memorandum No. 6/8/2014-PER dated 19-08-2014.
 (3) Memorandum No. 6/8/2014-PER dated 30-04-2015.
 (4) Memorandum No. 6/4/2016-PER dated 11-03-2016.
 (5) Memorandum No. 6/4/2016-PER dated 28-06-2016.

Whereas the final seniority of Junior Scale Officers of Goa Civil Service as of 2006 was issued vide Memorandum No. 6/8/2014-PER dated 24-06-2014 and Order No. 6/8/2014-PER-B dated 12-11-2014.

And whereas Shri Prasanna Acharya & Others had filed a Writ Petition No. 205 of 2014 in the Hon'ble High Court of Bombay at Goa & Hon'ble High Court vide its order dated 14-07-2014 observed that since the seniority list of Junior Scale Officers of Goa Civil Service is finalised, the petitioners are bound to get consequential benefits in terms of memorandum dated 24-06-2014 read in preamble (1);

And whereas a proposal was referred to the Goa Public Service Commission to review DPC held on 21-10-2008 of Junior Scale Officers of Goa Civil Service for promotion to Senior Scale Service of Goa Civil Service and vide recommendations of the Review Departmental Promotion Committee meeting held on 05-11-2015 conveyed by the Goa Public Service Commission, the officers of Junior Scale were promoted on regular basis, under Rule 21 of Goa Civil Service Rules, 1997 as amended from time to time to Senior Scale of Goa Civil Service, in the order of their merit with due regard to the seniority within their respective grading as on 21-10-2008;

And whereas, the revised final seniority of Senior Scale Officers of Goa Civil Service as per review DPC of 2008 was issued vide Memorandum No. 6/4/2016-PER dated 11-03-2016;

And whereas, a proposal was referred to the Goa Public Service Commission to review DPC held on 28-10-2010 for review of Junior Administrative Grade and on the recommendations of the Review Departmental Promotion Committee meeting held on 20-05-2016 conveyed by the Goa Public Service Commission vide its letter No. COM/II/11/42(3)/2011/84 dated 23-05-2016, the officers of Senior Scale were promoted on regular basis, under Rule 22 of Goa Civil Service Rules, 1997, as amended from time to time to Junior Administrative Grade of Goa Civil Service, in the order of their seniority subject to fitness as on 28-10-2010.

And whereas, the revised final seniority of Junior Administrative Grade Officers of Goa Civil Service as per review DPC of 2010 was issued vide Memorandum No. 6/4/2016-PER dated 28-06-2016;

And whereas, a proposal was referred to the Goa Public Service Commission to review DPC held on 03-08-2011 for review of Selection Grade and on the recommendations of the Review Departmental Promotion Committee meeting held on 30-11-2016 conveyed by the Goa Public Service Commission vide its letter No. COM/II/11/42(2)/2011/429 dated 01-12-2016, the officers of Junior Administrative Grade were promoted on regular basis, under Rule 23 of Goa Civil Service Rules, 1997, as amended from time to time to Selection Grade of Goa Civil Service, in the order of their seniority subject to fitness as on 03-08-2011;

And now therefore, the final seniority in Selection Grade of Goa Civil Service, in accordance with their ranking given as per the select list prepared and conveyed by the Goa Public Service vide DPC minutes dated 01-12-2016 at the time of promotion to Selection Grade of Goa Civil Service is as under, as per review DPC of 2011.

Sr. No.	Name of the Officer	Date of Birth	Date of appointment in Junior Scale	Date of appointment in Senior Scale	Date of appointment in JAG	Date of appointment in Selection Grade	Remarks
1	2	3	4	5	6	7	8
1.	Shri Sandip Jacques	26-05-1971	09-01-1998	29-07-2005	03-11-2010	12-08-2011	Inducted to IAS
2.	Shri Arun L. Dessai	24-11-1959	09-01-1998	29-07-2005	03-11-2010	12-08-2011	Inducted to IAS
3.	Shri N. D. Agrawal	01-01-1953	22-01-1997	29-07-2005	03-11-2010	12-08-2011	Retired
4.	Shri Swapnil M. Naik	04-06-1973	09-01-1998	29-07-2005	03-11-2010	12-08-2011	Inducted to IAS
5.	Shri Elvis P. Gomes	01-01-1963	09-01-1998	29-07-2005	03-11-2010	12-08-2011	VRS
6.	Shri Menino D'Souza	02-11-1963	09-01-1998	29-07-2005	03-11-2010	12-08-2011	—
7.	Shri Sakharam V. Naik	26-06-1960	09-01-1998	29-07-2005	03-11-2010	12-08-2011	—
8.	Shri N. B. Narvekar	15-01-1952	22-01-1997	29-07-2005	03-11-2010	12-08-2011	Retired
9.	Shri Narayan Sawant	24-11-1962	09-01-1998	29-07-2005	03-11-2010	12-08-2011	—
10.	Shri Sanjit Rodrigues	15-07-1971	09-01-1998	29-07-2005	03-11-2010	12-08-2011	—
11.	Shri J. B. Bhingui	25-04-1955	22-01-1997	29-07-2005	03-11-2010	12-08-2011	Retired
12.	Shri Damodar B. Shanke	10-05-1961	09-01-1998	29-07-2005	03-11-2010	12-08-2011	—
13.	Shri Sanjiv M. Gadkar	14-02-1973	09-01-1998	29-07-2005	03-11-2010	12-08-2011	—

1	2	3	4	5	6	7	8
14. Shri Yetindra M. Maralkar	05-10-1970	09-01-1998	29-07-2005	03-11-2010	12-08-2011	—	
15. Shri M. B. Kumthekar	05-09-1953	22-01-1997	29-07-2005	03-11-2010	12-08-2011	Retired	
16. Kum. Margaret A. Fernandes	18-07-1960	09-01-1998	29-07-2005	03-11-2010	12-08-2011	—	
17. Shri Vinesh Arlenkar	07-10-1965	09-01-1998	29-07-2005	03-11-2010	12-08-2011	—	
18. Shri Amarsen Rane	12-04-1968	17-04-2003	17-11-2008	03-11-2010	12-08-2011	—	
19. Shri Prasad Lolayekar	27-05-1968	11-04-2003	17-11-2008	03-11-2010	12-08-2011	—	
20. Shri Michael M. D'Souza	22-10-1975	11-04-2003	17-11-2008	03-11-2010	12-08-2011	—	
21. Shri Nikhil U. Dessai	30-03-1975	25-07-2003	17-11-2008	03-11-2010	12-08-2011	—	
22. Shri Prasanna A. Acharya	29-07-1976	25-07-2003	17-11-2008	03-11-2010	12-08-2011	—	
23. Shri Vijay M. Paranjape	29-07-1965	12-09-2006	17-11-2008	03-11-2010	12-08-2011	—	
24. Shri Y. B. Tavde	01-06-1957	22-06-1999	17-11-2008	03-11-2010	12-08-2011	—	
25. Shri T. S. Sawant	07-10-1958	22-06-1999	17-11-2008	03-11-2010	12-08-2011	—	

This is subject to the outcome of Civil Appeal No. 9587-9590 & 9591-9594/2016 before Hon'ble Supreme Court against the orders of Writ Petition No. 397/2015, 451/2015, 482/2015 & 663/2015 filed in Hon'ble High Court of Judicature, Goa Bench, Panaji.

By order and in the name of the Governor of Goa.

Meghana Shetgaonkar, Under Secretary (Personnel-I).

Panaji, 16th December, 2016.

Order

No. 24/1/2016-PER/3755

The Government of Goa is pleased to up-grade the post of Joint Secretary (Law), in respect of Shri Sharad G. Marathe, from PB-3-Rs. 15,600-39,100+G.P. Rs. 6,600/- to the post of Additional Secretary (Law) in the pay scale PB-4 37,400-67,000+Grade Pay Rs. 8,700/-. Consequently Shri Sharad G. Marathe is hereby designated as Additional Secretary (Law).

The above designation and scale would be only personal to him and as a special case not to be quoted as a precedent.

This issues with the approval of ARD vide their U.O. No. 854/F dated 17-06-2016 and concurrence of Finance (Rev. & Cont.) Department vide their U.O. No.1400025675 dated 01-09-2016.

This has the approval of Goa Public Service Commission issued vide their letter No. COM/II/ /11/58(1)/2016/1525 dated 20-12-2016.

This also issues with the approval of the Council of Ministers in its XXXXIIIrd meeting held on 25-11-2016.

By order and in the name of the Governor of Goa.

Shashank V. Thakur, Under Secretary (Personnel-II).

Porvorim, 21st December, 2016.

Notification

No. 7/30/2014-PER/3804

The Governor of Goa is pleased to order the allocation of work/departments amongst the Secretaries to the Government as follows with immediate effect, until further orders:-

Sr. No.	Name & Designation	Department allotted
1	2	3
1.	Shri R. K. Srivastava, IAS (1984) Chief Secretary and ex officio Chief Vigilance Officer (In-charge)	1. Home. 2. Personnel. 3. Tourism. 4. Water Resources. 5. Town & Country Planning. 6. Chief Vigilance Officer.
2.	Shri Dharmendra Sharma, IAS (1988) Principal Secretary (PWD)	1. P. W. D. 2. Transport. 3. Vigilance. 4. Information Technology.
3.	Dr. Ranbir Singh, IAS (1991), Secretary (Forest)	1. Forest. 2. Environment. 3. Science & Technology. 4. Housing. 5. GAD. 6. Mines & Geology.

1	2	3	1	2	3
4. Smt. Padma Jaiswal, IAS (2003), Secretary (Co-operation)	1. Co-operation. 2. NRI Affairs. 3. Public Grievances. 4. Official Language. 5. Labour & Employment. 6. Member Secretary, Goa State Commission for Backward Classes. 7. Secretary, Goa State Commission for Protection of Child Rights.		12. Ms. Shilpa Shinde, IAS (2006), Secretary (Women & Child Development)	1. Secretary, Women & Child Development. 2. Director, Women & Child Development.	
5. Shri Sanjay Goel, IAS (2004), Secretary (Power)	1. Power. 2. Non Conventional Energy. 3. Social Welfare. 4. Institute of Public Assistance & Provedoria.		13. Shri Ameya Abhyankar, IAS (2007), Secretary to Chief Minister	1. Special Secretary to Chief Minister. 2. Director (IT) cum Secretary (Information Technology). 3. Special Secretary (Finance Budget). 4. Director (PPP Cell). 5. Chief Executive Officer, Entertainment Society of Goa.	
6. Shri Daulat A. Hawaldar, IAS (2004) Secretary (Finance)	1. Finance. 2. Planning, Statistics & Evaluation. 3. Art & Culture. 4. Information & Publicity. 5. Archives. 6. Archeology. 7. Museums.		14. Ms. Nila Mohanan, IAS (2007), Secretary (Education)	1. Education. 2. Civil Aviation.	
7. Shri P. S. Reddy, IAS (2004), Secretary (Panchayati Raj)	1. Panchayati Raj. 2. Rural Development. 3. Tribal Welfare. 4. Gazetteer.		15. Shri Govind Jaiswal, IAS (2007), Secretary (Printing & Stationery)	1. Printing & Stationery. 2. Fisheries. 3. Legal Metrology. 4. Ports. 5. River Navigation. 6. Handicrafts and Textiles. 7. Craftsmen Training.	
8. Shri Kunal, IAS (2005), Secretary (Elections)	1. Secretary (Election). 2. Chief Electoral Officer.		14. Shri Virendra Kumar, IAS (2008), Secretary (ARD)	1. Administrative Reforms Department. 2. Factories & Boilers.	
9. Shri Sudhir Mahajan, IAS (2005), Secretary (Health)	1. Health. 2. Urban Development. 3. Revenue. 4. Law, Judiciary & Legislative Affairs. 5. Industries, Trade & Commerce.		<p>Upon the superannuation of Shri R. K. Srivastava, IAS, Chief Secretary on 31-12-2016, portfolios handled by him would stand transferred to Shri Dharmendra Sharma, IAS.</p> <p>This issues in supersession of Notification dated 12-12-2016.</p> <p>By order and in the name of the Governor of Goa.</p> <p><i>Yetindra M. Maralkar</i>, Additional Secretary (Personnel).</p> <p>Porvorim, 23rd December, 2016.</p>		
10. Shri B. R. Singh, IAS (2005), Secretary (Civil Supplies)	1. Civil Supplies. 2. Sports & Youth Affairs. 3. Protocol. 4. Agriculture. 5. Animal Husbandry & Veterinary Services.		<p style="text-align: center;">◆◆◆</p> <p style="text-align: center;">Department of Public Health</p> <p style="text-align: center;">—</p> <p style="text-align: center;">Order</p> <p style="text-align: center;">No. 47/4/2006-I/PHD/2110</p>		
11. Shri Rupesh Kumar Thakur, IAS (2006)	1. Secretary to Governor.		<p>On the recommendation of the Goa Public Service Commission conveyed vide their letter</p>		

No. COM/II/12/24(3)2016/(Part file)/338 dated 19-11-2016, Government is pleased to declare satisfactory completion of probation period as well as confirmation of the following Medical Officers under Directorate of Health Services with immediate effect:

Sr. No.	Name of the Medical Officers	Date of joining	Post of completion of probation period
1	2	3	4
1.	Dr. Megha M. Dalvi	16-03-1998	15-03-2000
2.	Dr. Poonam S. Vernekar	19-11-2001	18-11-2003
3.	Dr. Joseph P. N. J. Martins alias Nixon Fernandes	12-11-2001	11-11-2003
4.	Dr. Premila Viegas	24-11-2003	23-11-2005
5.	Dr. Dattaprasad Nagvekar	01-08-2006	31-07-2008
6.	Dr. Viraj Parab	14-12-2006	13-12-2008
7.	Dr. Dipti Furtado	01-02-2007	31-01-2009
8.	Dr. Anthony Gomes	26-12-2006	25-12-2008
9.	Dr. Urmila Utam Gauns	14-12-2007	13-12-2009
10.	Dr. Soniya Naik	03-05-2010	02-05-2012

By order and in the name of the Governor of Goa.

Maria Seomara Desouza, Under Secretary (Health-II).

Porvorim, 9th December, 2016.

Order

No. 38/83/2015-I/PHD/2119

Read: Memorandum No. 38/83/2015-I/PHD dated 15-11-2016.

On the recommendation of the Goa Public Service Commission as conveyed vide their letter No. COM/I/5/24(1)/2015/302 dated 03-10-2016, Government is pleased to appoint Dr. Anuja Digambar Dabholkar for the post of Medical Officer (Group "A", Gazetted) in the Pay Band-3 of Rs.15,600-39,100+(Grade Pay) Rs. 5,400/- under the Directorate of Health Services with immediate effect as per the terms and conditions contained in the memorandum cited above.

Dr. Anuja Digambar Dabholkar shall be on probation for a period of two years with effect from the date of her joining and she is posted at Primary Health Centre, Sankhali.

Dr. Anuja Digambar Dabholkar is declared medically fit by Medical Board. The appointment is made subject to the verification of her character and antecedents.

In the event of any adverse matter noticed by the Government on verification of character and antecedents, her services shall be terminated.

By order and in the name of the Governor of Goa.

Maria Seomara Desouza, Under Secretary (Health-II).

Porvorim, 13th December, 2016.

Order

No. 11/3/89-IV/PHD/2(Part-I)/1576

Government is pleased to extend the ad hoc promotion of Dr. Jeanne Zara Monteiro, Lecturer in the Department of Conservative Dentistry to the post of Assistant Professor, Department of Conservative Dentistry in Goa Dental College and Hospital for the intervening period from 12-05-2016 to 14-11-2016.

Dr. Jeanne Zara Monteiro has been promoted to the post of Assistant Professor in the Department of Conservative Dentistry on regular basis vide Order No. 11/3/89-IV/PHD/2(Part-I) dated 15-11-2016.

This issues with the concurrence of the Goa Public Service Commission, Panaji-Goa conveyed vide letter No. COM/II/14/(2)/2016/1478 dated 09-12-2016.

By order and in the name of the Governor of Goa.

Smita S. Hede, Under Secretary (Health).

Porvorim, 12th December, 2016.

Order

No. 11/3/89-IV/PHD/6/1586

On the recommendation of the Goa Public Service Commission as conveyed vide their letter No. COM/II/11/14(7)/2014/437 dated 05-12-2016, Government is pleased to promote Dr. Sandeep Lawande, Lecturer in Periodontics to the post of Assistant Professor in the Department of Periodontics in Goa Dental College and Hospital, Bambolim on regular basis in the Pay Band-3, Rs. 15,600-39,100 with Grade Pay of Rs. 6,600/- and other allowances to be fixed as per rules with immediate effect.

The promotion is made against the vacancy occurred due to promotion of Dr. James Samuel to the post of Professor in the Department of Periodontics, Goa Dental College and Hospital vide Order No. 11/3/89-IV/PHD/6 dated 14-12-2016.

By order and in the name of the Governor of Goa.

Smita S. Hede, Under Secretary (Health).

Porvorim, 14th December, 2016.

Order

No. 11/3/89-IV/PHD/6/1587

On the recommendation of the Goa Public Service Commission as conveyed vide their letter No. COM/II/11/14(1)/2014/441 dated 05-12-2016, Government is pleased to promote Dr. James Samuel, Assistant Professor in Periodontics to the post of Professor in the Department of Periodontics in Goa Dental College and Hospital, Bambolim on regular basis in the Pay Band-4, Rs. 37,400-67,000 with Grade Pay of Rs. 8,700/- and other allowances to be fixed as per rules with immediate effect.

The promotion is made against the vacancy occurred due to creation of post of Professor in the Department of Periodontics, Goa Dental College and Hospital vide Order No. 4/3/2015-IV dated 18-7-2016.

By order and in the name of the Governor of Goa.

Smita S. Hede, Under Secretary (Health).

Porvorim, 14th December, 2016.

Order

No. 11/3/89-IV/PHD/5/PART-I/1591

On the recommendation of the Goa Public Service Commission as conveyed vide their letter No. COM/II/11/14(2)/2014/436 dated 05-12-2016, Government is pleased to promote Dr. Omkar Shetye, Lecturer in Department of Oral and Maxillofacial Surgery to the post of Assistant Professor in the Department of Oral and Maxillofacial Surgery in Goa Dental College and Hospital, Bambolim on regular basis in the Pay Band-3, Rs. 15,600-39,100 with Grade Pay of Rs. 6,600/- and other allowances to be fixed as per rules with immediate effect.

The promotion is made against the vacancy occurred due to promotion of Dr. Sujay Francis Akkara to post of Professor in the Department of Oral and Maxillofacial Surgery, Goa Dental College and Hospital vide Order No. 11/3/89-IV/PHD/5 dated 14-12-2016.

By order and in the name of the Governor of Goa.

Smita S. Hede, Under Secretary (Health).

Porvorim, 14th December, 2016.

Order

No. 11/3/89-IV/PHD/5/PART-I/1592

On the recommendation of the Goa Public Service Commission as conveyed vide their letter No. COM/II/11/14(3)/2014/442 dated 05-12-2016, Government is pleased to promote Dr. Sujay Francis Akkara, Assistant Professor in Department of Oral

and Maxillofacial Surgery to the post of Professor in the Department of Oral and Maxillofacial Surgery in Goa Dental College and Hospital, Bambolim on regular basis in the Pay Band-4, Rs. 37,400-67,000 with Grade Pay of Rs. 8,700/- and other allowances to be fixed as per rules with immediate effect.

The promotion is made against the vacancy occurred due to creation of post of Professor in the Department of Oral and Maxillofacial Surgery, Goa Dental College and Hospital vide Order No. 4/3/2015-IV/PHD dated 18-07-2016.

By order and in the name of the Governor of Goa.

Smita S. Hede, Under Secretary (Health).

Porvorim, 14th December, 2016.

Order

No. 11/3/89-IV/PHD(Part File)/1593

On the recommendation of the Goa Public Service Commission as conveyed vide their letter No. COM/II/11/14(2)/2014/440 dated 05-12-2016, Government is pleased to promote Dr. Anita Dhupar, Assistant Professor in Department of Oral Pathology to the post of Professor in Department of Oral Pathology in Goa Dental College and Hospital, Bambolim on regular basis in the Pay Band-4, Rs. 37,400-67,000 with Grade Pay of Rs. 8,700/- and other allowances to be fixed as per rules with immediate effect.

The promotion is made against the vacancy occurred due to creation of post of Professor in the Department of Oral Pathology, Goa Dental College and Hospital vide Order No. 4/3/2015-IV/PHD dated 18-07-2016.

By order and in the name of the Governor of Goa.

Smita S. Hede, Under Secretary (Health).

Porvorim, 14th December, 2016.

Order

No. 11/3/89-IV/PHD/5/1585

On the recommendation of the Goa Public Service Commission as conveyed vide their letter No. COM/II/11/14(3)/2012/438 dated 05-12-2016, Government is pleased to promote Dr. Aradhana Hede @ Nagarsekar, Lecturer in Prosthodontics to the post of Assistant Professor in the Department of Prosthodontics in Goa Dental College and Hospital, Bambolim on regular basis in the Pay Band-3, Rs. 15,600-39,100 with Grade Pay of Rs. 6,600/- and other allowances to be fixed as per rules with immediate effect.

The promotion is made against the vacancy occurred due to promotion of Dr. Vidya Chitre to the post of Professor in the Department of Prosthodontics, Goa Dental College and Hospital vide Order No. 11/3/89-IV/PHD/5 dated 15-12-2016.

By order and in the name of the Governor of Goa.

Smita S. Hede, Under Secretary (Health).

Porvorim, 15th December, 2016.

Order

No. 11/3/89-IV/PHD/5/1588

On the recommendation of the Goa Public Service Commission as conveyed vide their letter No. COM/II/11/14(6)/2014/439 dated 05-12-2016, Government is pleased to promote Dr. Vidya Chitre, Assistant Professor in Prosthodontics to the post of Professor in the Department of Prosthodontics in Goa Dental College and Hospital, Bambolim on regular basis in the Pay Band-4, Rs. 37,400-67,000 with Grade Pay of Rs. 8,700/- and other allowances to be fixed as per rules with immediate effect.

The promotion is made against the vacancy occurred due to creation of post of Professor in the Department of Prosthodontics, Goa Dental College and Hospital vide Order No. 4/3/2015-IV/PHD dated 18-7-2016.

By order and in the name of the Governor of Goa.

Smita S. Hede, Under Secretary (Health).

Porvorim, 15th December, 2016.

Department of Public Works

Office of the Principal Chief Engineer

Order

No. 7/5/2016/PCE-PWD-ADM(II)/214

On the recommendation of the Departmental Promotion Committee as conveyed by the Goa Public Service Commission vide its letter No. COM/II/11/36(3)/2015/393 dated 16-11-2016, Government is pleased to promote Kum. Hycinth Pinto, Assistant Architect to the post of Architect, Group 'A', Gazetted in the pay band of Rs. 15,600-39,100+ Grade Pay Rs. 6,600/- in Public Works Department on regular basis and post her in the Office of the Chief Architect, PWD with immediate effect.

She shall exercise her option for pay fixation within a period of one month from the date of issue of this order in terms of F. R. 22(I) (a) (1).

By order and in the name of the Governor of Goa.

U. P. Parsekar, Principal Chief Engineer & ex officio Addl. Secretary (PWD).

Panaji, 20th December, 2016.

Department of Transport

Directorate of Transport

Notification

No. D.Tpt/EST/2561/2016/4241

Read: Notification No. D.Tpt/EST/F-2198/Road Safety Scenario/2015/2379 dated 23-7-2015.

The Government of Goa is pleased to constitute the Lead Agency to monitor the implementation of road safety measures as directed by the Supreme Court Committee on Road Safety of the Government of India as hereunder:—

- | | |
|---|--------------------------|
| 1. The Principal Secretary
(Transport) | ... Chairman. |
| 2. The Chief Engineer,
P.W.D. (Roads & Highways) | ... Member. |
| 3. The Superintendent of
Police(Traffic) | ... Member. |
| 4. The Director of Transport | ... Member
Secretary. |

The functions of the Lead Agency shall be as follows:—

(i) The work as a secretariat for the State Road Safety Council, arrange meetings of the Council, issue its minutes and monitor the implementation of the decisions of the Council by the concerned Departments of the State.

(ii) To co-ordinate with the concerned Departments of the State Government to ensure implementation of the directions issued from time to time by this Committee and furnish compliance Report in a time bound manner.

(iii) To ensure implementation of the directions given by the Central Government from time to time.

(iv) To notify annual targets for reduction of accidents and fatalities as fixed by the State and draw up Annual Action Plan to achieve the targets and monitor its implementation.

(v) To collate on a regular basis data on road accidents and analyse the data to identify areas/ road stretches and categories of accident victims who should be focused upon.

(vi) To manage the Road Safety Fund and ensure that the Fund is effectively utilized.

By order and in the name of the Governor of Goa.

Sunil Masurkar, Director & ex officio Joint Secretary (Transport).

Panaji, 26th December, 2016.

Department of Water Resources

Office of the Chief Engineer

Order

No. 22-1-81/CE-WR/Adm. II/1070

Government is pleased to depute Shri Vijaykumar S. Honawad, Executive Engineer, Water Resources Department, Porvorim-Goa to Goa Industrial Development Corporation as a General Manager (Civil Engg.), initially for a period of one year, with immediate effect, in public interest.

In view of above, the present deputation of Shri Vijaykumar S. Honawad in the Goa State Urban Development Agency, Panaji-Goa, as Dy. Chief Project Officer (Dy. C.P.O.) is curtailed.

The deputation of Shri Vijaykumar S. Honawad, Executive Engineer to the Goa Industrial Development Corporation as a General Manager (Civil Engg.) shall be governed as per the standard terms and conditions stipulated in Government O. M. No. 13-4-74-PER dated 12-2-1999 issued by the Department of Personnel, Secretariat, Porvorim and as amended from time to time.

This is issued with the approval of Government vide U. O. No. Pr. S(WR) 1400031420 dated 28-11-2016.

By order and in the name of the Governor of Goa.

S. T. Nadkarni, Chief Engineer & ex officio Addl. Secretary (WR).

Panaji, 20th December, 2016.

Order

No. 3/25-5/87/WR/1091

On the recommendation of the Goa Public Service Commission as conveyed vide Confidential letter No. COM/II/11/27(3)/2016/453 dated 12-12-2016, Government is pleased to order the promotion of the following Technical Assistants/ Junior Engineers (Civil) to the posts of Assistant Engineers/Assistant Surveyor of Works (Civil) in Water Resources Department on regular basis in the pay scale of Rs. 9,300-34,800+Grade Pay Rs. 4,600/- with immediate effect and post them against the places indicated below:-

Sr. No.	Name and Designation	Place of Posting on promotion
1.	Shri Bhanudas R. Naik, Assistant Surveyor of Works	O/o Superintending Engineer, Central Planning Organisation, WRD, Porvorim.
2.	Shri Sunil R. Karmarkar, Assistant Engineer	O/o Sub Division IV, Works Division III, WRD, Porvorim.
3.	Shri S. M. Patri, Assistant Engineer	O/o Sub Division II, Works Division VIII, WRD, Thivim.
4.	Shri L. S. Nadagaddi, Assistant Surveyor of Works	O/o Superintending Engineer, Circle Office III, WRD, Margao.
5.	Shri Anand T. Kadolkar, Assistant Engineer	O/o Sub Division II, Works Division VI, WRD, Bicholim.

The officials at Serial No. 1 to 5 shall be on probation for a period of two years as specified in Column No. 9 of the Recruitment Rules notified in the Official Gazette, Extraordinary, Series I No. 28 dated 11-10-2001. This is issued vide Government Approval No. 8051/F dated 20-12-2016.

By order and in the name of the Governor of Goa.

S. T. Nadkarni, Chief Engineer & ex officio Addl. Secretary (WR).

Panaji, 22nd December, 2016.

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